



GENDER EQUALITY FOR THE ECONOMIC AND SOCIAL DEVELOPMENT OF EUROPE AND BEYOND

Women at work
Workplace harassment

Reykjavik, Iceland – November 1, 2019



The Start

- ▶ From **specific cases**
- ▶ Union campaign to **identify and combat harassment**



Public action complaint and solidarity with harassed worker (2015)

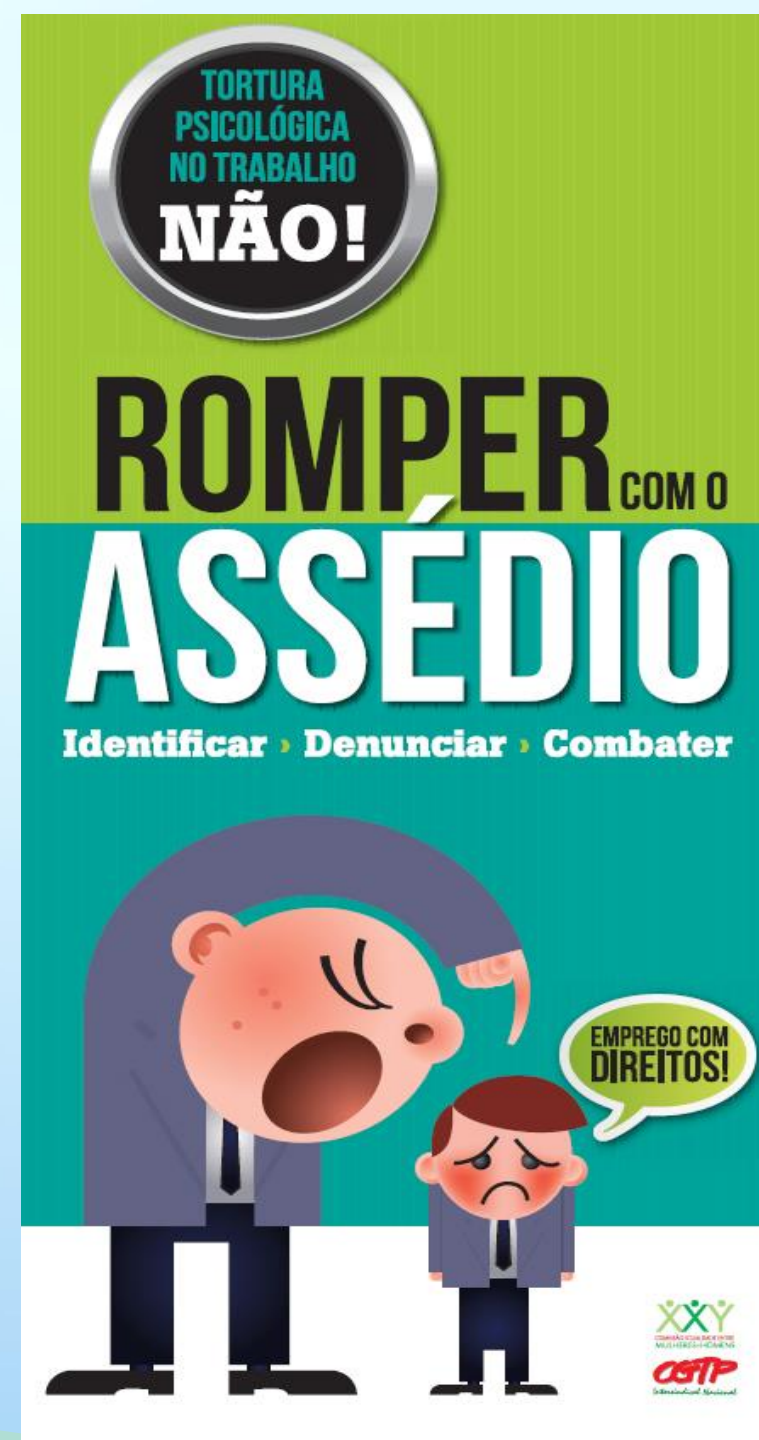


2015 and 2016

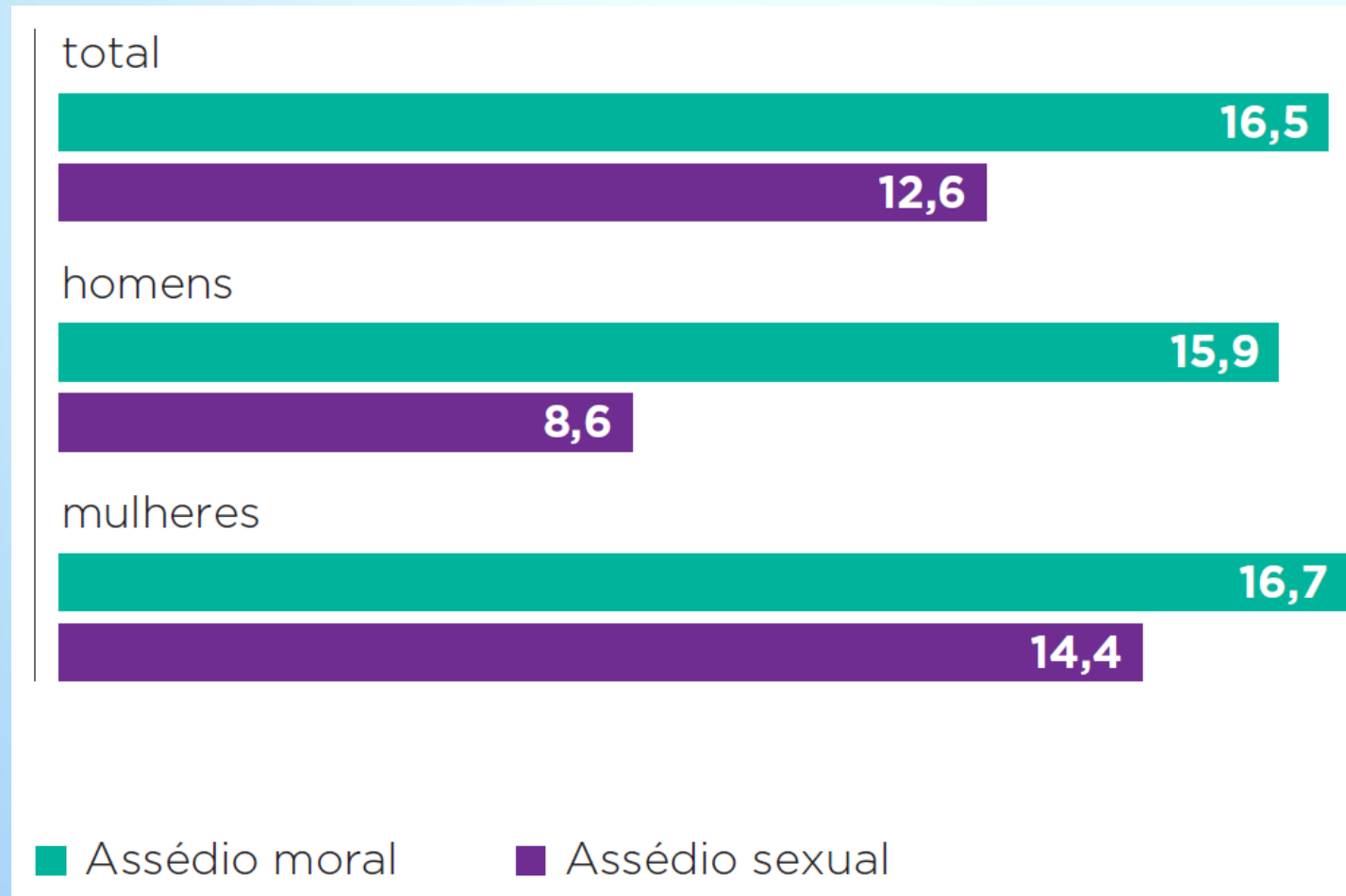
Identify and combat

- ▶ 20.000 leaflets
- ▶ 10.000 union guides
- ▶ 5.000 posters

- ▶ 3 awareness actions



Sexual and moral harassment in the workplace - Portugal - 2015 (%)



Source: *Assédio Sexual e Moral no Local de Trabalho em Portugal* (Policy Brief)
http://cite.gov.pt/pt/destaques/complementosDestqs/Assedio_Sexual_Moral.pdf

2017 to 2019



Nãourras riscos,
Sindicaliza-te!

**NÃO AO
ASSÉDIO
NO
TRABALHO**

CIMH
COMISSÃO IGUALDADE
MULHERES E HOMENS

CGTP
INTER-SINDICAL NACIONAL



Amended labour legislation (2017):

Express prohibition of harassment

Employers responsibility:

- Adoption of codes of good practices
- Setting up disciplinary proceedings
(santions in the case of infringement proceedings)

**New edition
of
information
materials
(2018)**



Cristina: a successful struggle against harassment





ROMPER COM O ASSÉDIO
EMPREGO COM DIREITOS